

# Autism Trust Usa

Executive Director / CEO

EIN 264708617  
 TX · NTEE G84  
 FY ending 2023-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Jonathan Tommey, Executive Director / CEO** (\$40,220) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **78<sup>th</sup>** percentile of comparable organizations within the typical range

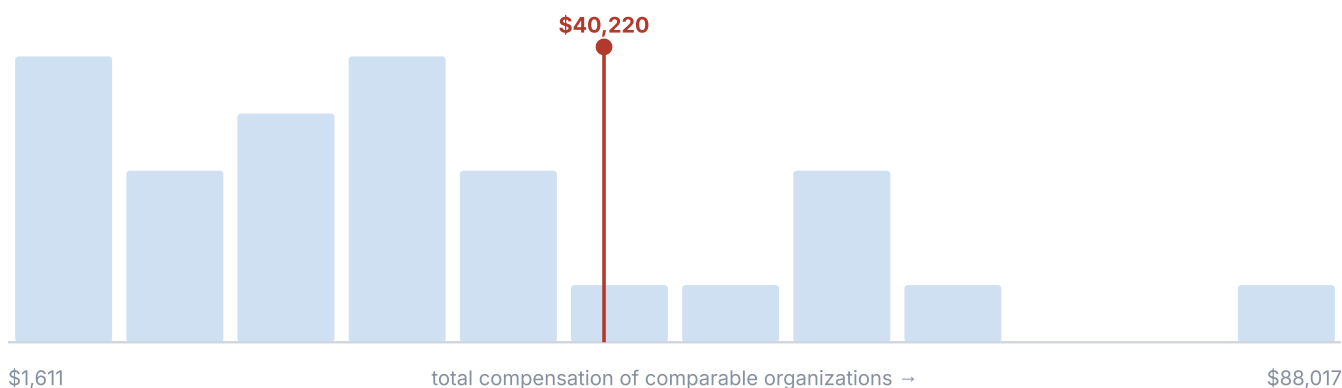
**Benchmarked executive:** Jonathan Tommey — reported title “SECRETARY”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (G84).
- BUDGET** Total revenue between \$139,564 and \$312,457 — 0.67x to 1.50x the subject's \$208,305 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (G84), nationwide + budget 0.67–1.5x revenue.

**27** organizations qualified on sector, size, and geography → **27** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,677	\$14,755	\$25,038	\$37,191	\$55,517	\$40,220
---------	----------	----------	----------	----------	----------



## ■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to TX cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Autism Society Of The Keys Inc</a>	FL	\$211,036	Executive Dir.	\$65,000	<b>\$61,043</b>	2023
<a href="#">International Society For Austism</a>	FL	\$205,078	Executive Di	\$18,270	<b>\$16,666</b>	2024
<a href="#">Multicultural Autism Action Network</a>	MN	\$203,519	Executive Director	\$39,495	<b>\$37,894</b>	2024
<a href="#">Ag For Autism</a>	AR	\$216,270	Assistant	\$5,000	<b>\$5,458</b>	2024
<a href="#">Coles Horse Autism Therapy Station</a>	VA	\$199,361	Sec/treasurer	\$11,109	<b>\$10,723</b>	2023
<a href="#">Asd Adult Achievement Center Inc</a>	FL	\$218,689	President	\$26,900	<b>\$25,263</b>	2023
<a href="#">Garretts Place Life Skills Center For Autism</a>	MI	\$196,480	Executive Director	\$13,594	<b>\$13,625</b>	2024
<a href="#">Together Enhancing Autism Awareness In</a>	MS	\$195,740	Ceo	\$29,203	<b>\$32,515</b>	2023
<a href="#">Sensational Fun Inc</a>	NY	\$193,991	Executive Director	\$26,750	<b>\$24,164</b>	2023
<a href="#">Hunt2heal</a>	MI	\$226,580	Executive Director	\$56,750	<b>\$55,411</b>	2025
<a href="#">AsIs Incorporated</a>	CA	\$231,051	President	\$8,899	<b>\$7,682</b>	2023
<a href="#">Candor Nc</a>	NC	\$182,134	Executive Director	\$19,250	<b>\$19,884</b>	2023
<a href="#">Autism Society Of America Foundation</a>	MD	\$181,121	President And Ceo	\$52,831	<b>\$47,960</b>	2024
<a href="#">Pop Earth Corporation</a>	NY	\$179,952	Executive Di	\$60,000	<b>\$52,646</b>	2024
<a href="#">Chestor House Inc</a>	CO	\$179,566	President	\$1,875	<b>\$1,746</b>	2024
<a href="#">Seeds Of Love</a>	PA	\$237,579	Gm/president	\$15,933	<b>\$15,884</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Marthas Ranch Foundation</a>	TX	\$174,460	Executive Dir.	\$25,038	<b>\$25,038</b>	2023
<a href="#">Wetherald Behavioral Academy Inc</a>	GA	\$172,453	Board Member	\$26,372	<b>\$25,747</b>	2024
<a href="#">Autism After 21 Inc</a>	FL	\$254,859	Director	\$40,000	<b>\$36,487</b>	2024
<a href="#">Abilities Workshop Inc</a>	FL	\$257,827	Director	\$40,000	<b>\$36,487</b>	2024
<a href="#">5-eleven Hoops</a>	CA	\$260,670	Executive Director	\$25,600	<b>\$21,465</b>	2024
<a href="#">The Color Of Autism Foundation</a>	MI	\$262,020	Chief Executive Officer	\$85,300	<b>\$88,017</b>	2023
<a href="#">The Whole Spectrum Autism Foundation</a>	NJ	\$276,577	Ceo	\$8,640	<b>\$7,490</b>	2024
<a href="#">Autism Empowerment</a>	WA	\$283,060	Board Member	\$1,800	<b>\$1,611</b>	2023
<a href="#">Autism Care Today</a>	CA	\$294,338	Director	\$64,498	<b>\$55,677</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX cost of living and 2023 dollars. Click any organization to verify the figure on ProPublica.

## ■ Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to TX cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: [peerbasis.org/methodology](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 27 organizations. Compensation range \$1,611–\$88,017; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$208,305); for reference, expenses \$167,591 and assets \$2,364,057.

**ROLE MATCH** Jonathan Tommey, reported title "*SECRETARY*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	78 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	78 <sup>th</sup>
Reportable pay only (column D), adjusted	81 <sup>st</sup>
All sources (D + E + F), adjusted	74 <sup>th</sup>

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

### ● Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

#### Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Jonathan Tommey) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 27 similarly situated organizations (Same NTEE sector (G84), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,220 is reasonable (approximately the 78<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.